



# DA Civilian Semi-Annual Town Hall Meeting

14 Oct 2011



# DAC Town Hall

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- Opening remarks Mr Ormond
- Flu and U: (MAHC CDR)
- Civilian Personnel Assistance and Available Support: (CPAC)
- DPW Projects: (DPW)
- Snow and Ice Procedures: (Garrison DPTM)
- Combined Federal Campaign: ( Garrison DPTM)
- **Profession of Arms Campaign Update: (Mr Ormond)**
- New Fiscal Reality: (Mr Ormond)
- Question and Answers
- Closing Remarks: Mr Ormond



# Deputy to the Combined Armed Center Commanding General



**ARMY MEDICINE**  
Bringing Value...Inspiring Trust

# The Flu and You

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COL David Bitterman  
Commander, Munson  
Army Health Center

14 October 2011

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(913) 684-6420



# Outline

- Review Seasonal Influenza
- Influenza Virus/Vaccines
- DoD Influenza Policies
- Who should be immunized?
- Flu Clinics
- Influenza Resources
- Questions

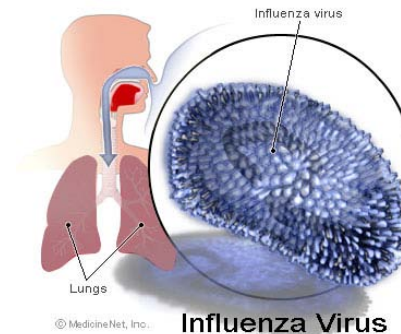
# Seasonal Flu

- Influenza kills: about 36,000 per year
- Seasonal influenza now emerging ... Oct-May is Flu season (Nov-March is peak flu season)
- Antiviral
- Over 3,000 already vaccinated-Thank You!
- Ordered 10,000 doses, received over 9,500
- DoD goal: >90% Active Duty NLT 1 Dec 2011



# The Virus

- Respiratory disease caused by influenza type A or B viruses
- Transmitted person to person by airborne droplets
- Direct or indirect contact with secretions
- Symptoms
  - Abrupt onset of fever (101-102°F)
  - Muscle pain
  - Sore throat
  - Nonproductive cough
  - Headache
- WHO selects prevalent strains for vaccine
  - Influenza A H3N2 virus, an Influenza B, and H1N1
- Advisory Committee on Immunization Practices
  - Annual vaccination to all persons 6 months and older





# Current Vaccines

<u>Vaccine</u>	<u>Ordered</u>	<u>Received</u>
FluMist (Nasal Spray)	6000 doses (2 to 49 years) (Thimerosal/Preservative free)	6000 doses
Fluzone (Multi-dose vial Injection)	300 (6 months & older) (Contains Thimerosal/Preservative )	300 doses
Fluzone (Injection)	3100 doses 36 months & older (Thimerosal/Preservative free)	3100 doses
Fluzone (Pediatric vaccine)	600 doses (6-35 Months) (Thimerosal/Preservative free)	210 doses
<b>Total</b>	<b>10,000</b>	<b>Total 9,610</b>

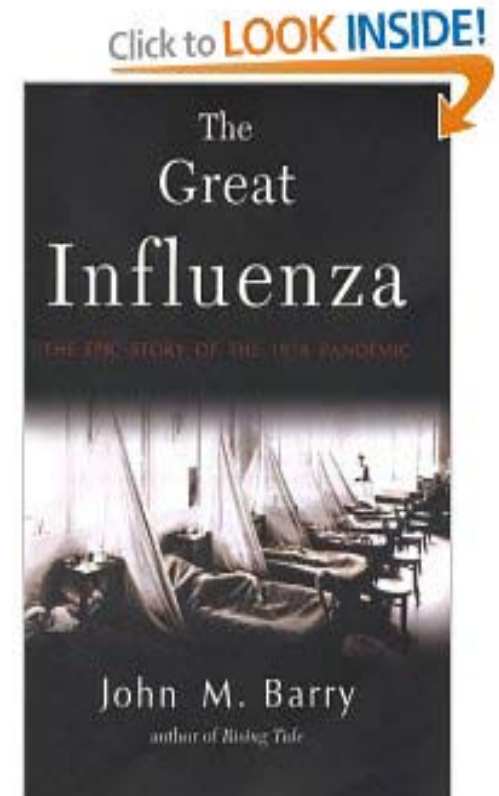




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# DOD Policies

- DoD policy states influenza immunizations are mandatory for all Active Duty, National Guard, and Reserve personnel. Influenza immunizations are mandatory for DoD civilian and contract health care personnel who provide direct patient care at military treatment facilities (MTFs).



## All people **6 months of age and older**

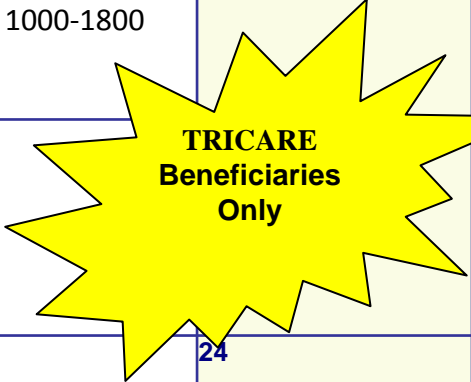
- Very important for :
  - People at higher risk of severe influenza
  - Health Care personnel
  - Close contacts of children younger than 6 months

# When/where can I get it?

- Flu clinics at PX (slides following)
- Retiree Appreciation Day (29 October 2011)
- Munson Army Health Center Allergy / Immunization Clinic (TRICARE beneficiaries after 1 November 2011)

TRICARE beneficiaries may use the TRICARE Pharmacy Vaccine Program to obtain the influenza vaccine. Contact the network pharmacy in advance to inquire about influenza vaccine availability and current vaccination schedules. Beneficiaries can receive the influenza vaccination at **no cost** by presenting their military ID card at the time of service. Beneficiaries will need to visit <http://www.express-scripts.com/TRICARE/> and click on 'find a pharmacy that offers vaccines' to obtain a list of authorized pharmacies. For information about the TRICARE Pharmacy Vaccine Program call (877) 363-1303.

# September 2011

~ September 2011 ~						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 TRAINING HOLIDAY	3
4	5 FEDERAL HOLIDAY	6	7 Location: PX Time: 1000-1800	8 Location: PX Time: 1000-1800	9 Location: PX Time: 1000-1800	10
11	12 Location: PX Time: 1000-1800	13 Location: PX Time: 1000-1800	14 Location: PX Time: 1000-1800	15	16	
18	19 15 <sup>th</sup> MP BDE 0530-1130	20 15 <sup>th</sup> MP BDE 0800-1600	21 Location: PX Time: 1000-1800	22 Location: PX Time: 1000-1800	23 Location: PX Time: 1000-1800	
25	26 15 <sup>th</sup> MP BDE 0600-1600	27 15 <sup>th</sup> MP BDE 0600-1600 C	28 15 <sup>th</sup> MP BDE 0600-1600 C	29	30	Notes:



~ October 2011 ~						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	<b>24</b> Location: PX Time: 1000-1800	<b>25</b> Location: PX Time: 1000-1800	<b>26</b> Location: PX Time: 1000-1800	<b>27</b>	<b>28</b>	<b>29</b> Location: RAD Time: 0800-1200
30	31	<b>RAD= Retiree Appreciation Day</b>				

Open to all  
Community  
Members



# November 2011 (Tentative)

~ November 2011 ~						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	<b>7</b> Location: PX Time: 1400-1800 Tentative	<b>8</b> Location: PX Time: 1400-1800 Tentative	<b>9</b> Location: PX Time: 1400-1800 Tentative	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	Notes:		



# Flu Resources

- Munson Flu Line (913) 684 - 6200
- Munson web-site: [https://www.munson.amedd.army.mil/news/flu\\_information.aspx](https://www.munson.amedd.army.mil/news/flu_information.aspx)
- Vaccine Healthcare Centers Network: [www.vhcinfo.org](http://www.vhcinfo.org)
- Centers for Disease Control: [www.cdc.gov/flu/](http://www.cdc.gov/flu/)
- MILVAX: [www.vaccines.mil](http://www.vaccines.mil)
- [www.flu.gov](http://www.flu.gov)



# **The Army's Home for Health...**

## **Saving Lives and Fostering Healthy and Resilient People**

**~ Partnerships Built on Trust**





# Construction Projects Update

Director of Public Works:  
Bill Waugh



# Current Construction Program



**AREA 1**

**AREA 2**

**AREA 3**

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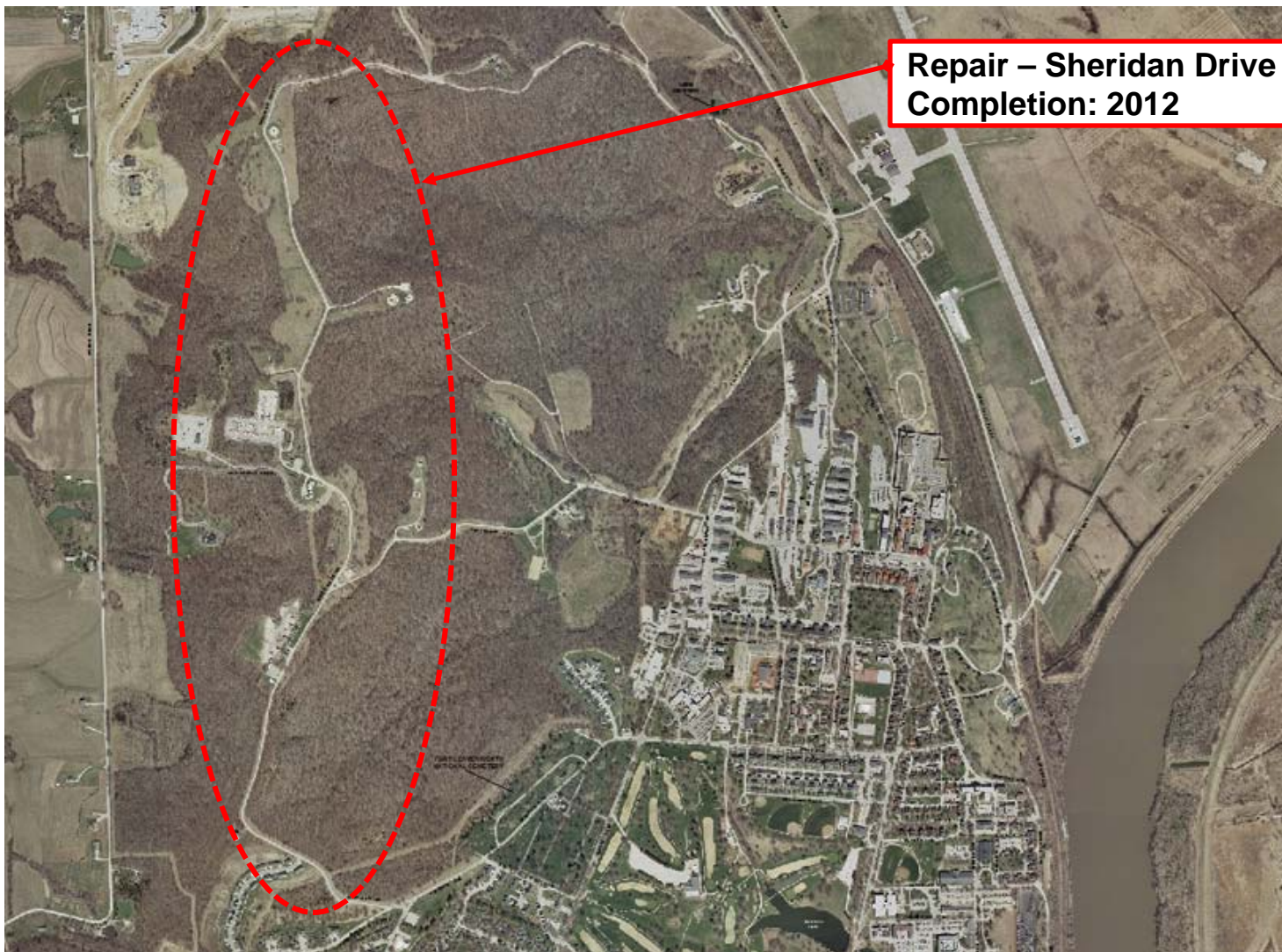




# Current Construction Program



## AREA 1 - SRM



Repair - Sheridan Drive  
Completion: 2012

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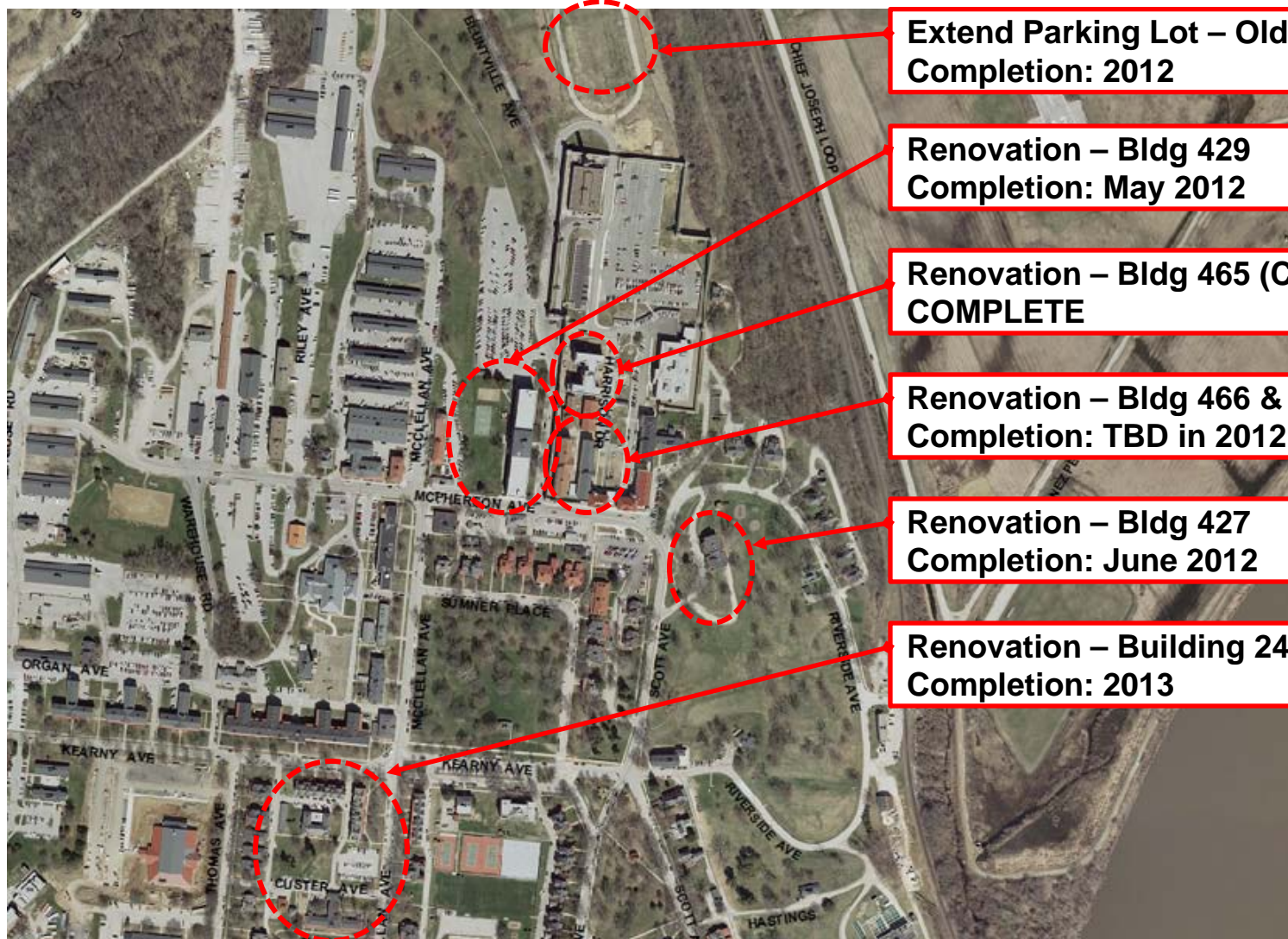




# Current Construction Program



## AREA 2 - SRM



**Extend Parking Lot – Old USDB**  
**Completion: 2012**

**Renovation – Bldg 429**  
**Completion: May 2012**

**Renovation – Bldg 465 (CES)**  
**COMPLETE**

**Renovation – Bldg 466 & 467**  
**Completion: TBD in 2012**

**Renovation – Bldg 427**  
**Completion: June 2012**

**Renovation – Building 244**  
**Completion: 2013**

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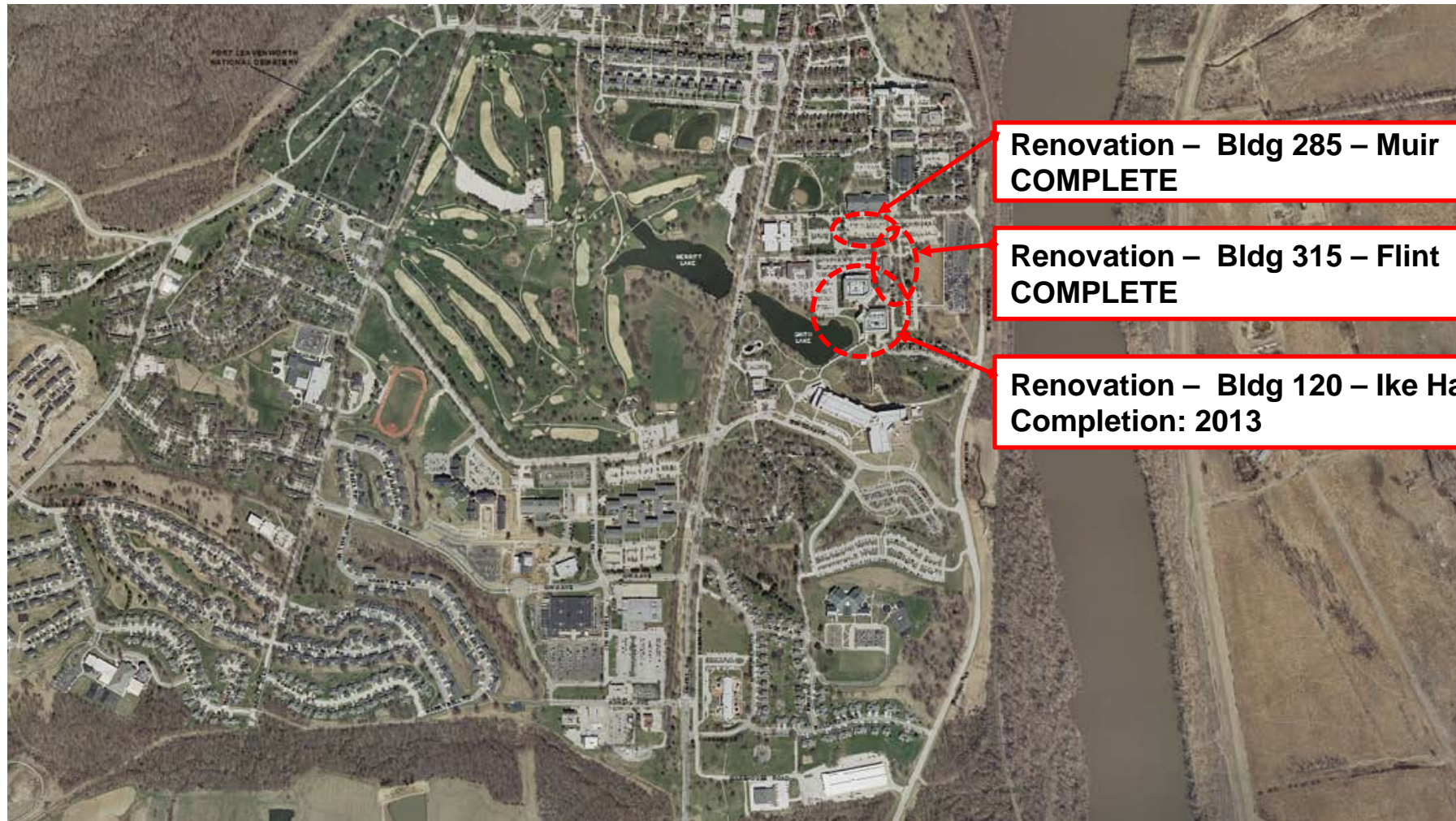




# Current Construction Program



## AREA 3 - SRM

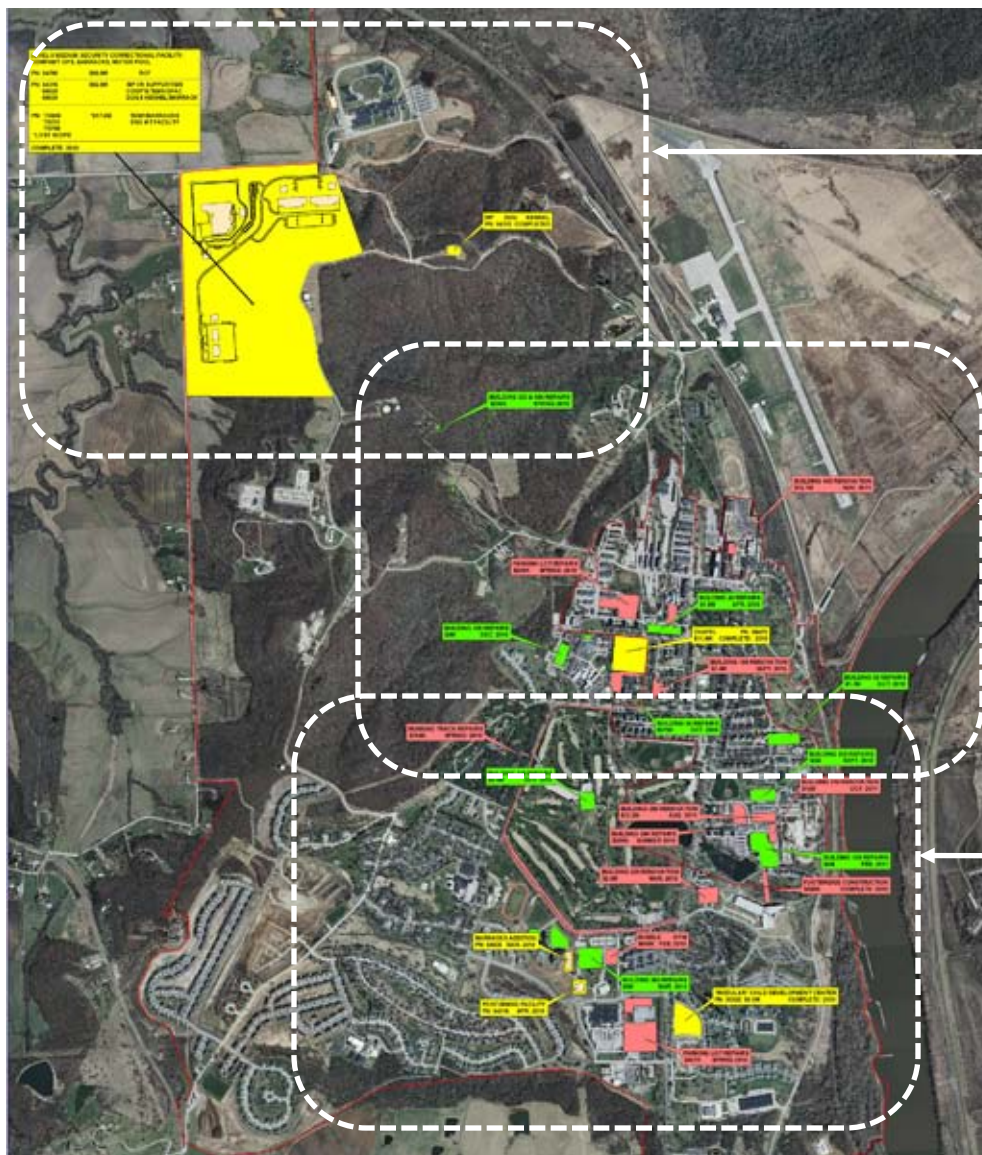


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# Current Construction Program



**AREA 1**

**AREA 2**

**AREA 3**

UNCLASSIFIED



# **Civilian Personnel Assistance and Available Support**

CPAC: Jo Osbourn



# Civilian Personnel Advisory Center

- **Employee Assistance/ Support**

- Placement Opportunities at Fort Leavenworth
- Resume Preparation
- Skill Assessment
- Official Personnel Folder Review
- Retirement Counseling





# Civilian Personnel Advisory Center

- Overtime
- Comp Time
- Use or Lose Annual Leave
  - Schedule to Avoid Forfeiture
  - Donate under Leave Transfer Program
  - Restoration in Limited Circumstances



# Snow and Ice Procedures

Director of Plans, Training and  
Mobilization:  
Tom Cowan



# Winter Weather Preparation

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- Winter & Fire Safety, home and office
  - Heater Prep
  - Carbon Monoxide
- Review Emergency Action Plans, home and office
- Winter Driving
- Cold Weather Injuries



# Know How to Protect Yourself

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- Winterize your home
- Inspect your heater/ fire place in preparation for winter
- Be knowledgeable on the signs of carbon monoxide poisoning
- Keep supplies on hand – shovel, ice melt, batteries, flashlight, NOAA Weather Radio or other portable radio, extra food and water, medicine and baby supplies, blankets, first-aid kit, fuel & means of emergency heat, and a fire extinguisher. Visit [www.redcross.org](http://www.redcross.org) or [www.ready.army.mil](http://www.ready.army.mil)
- Move animals (household pets, as well as, livestock) to shelter. Keep extra food and a clean water source nearby.



# Know How to Protect Yourself

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- Winterize your vehicle. Fluids, Tires, Wipers, Ice Scraper, Carry blankets, flashlight, first-aid kit, extra winter clothing, a shovel, jumper cables, road flares, matches/candle and a coffee can (for melting snow or to hold candle), compass, road maps, emergency food & water, and anything else that might come in handy if you get stuck.

[www.ready.army.mil](http://www.ready.army.mil)

- Keep at least a half a tank of gas in your vehicle.
- Try not to travel alone, and let people know where you're going, the route you plan to travel, and when you expect to arrive / depart, etc.
- Visit Motor Vehicle Winter Safety site on Garrison Homepage



# Delayed Entry/Phased Releases

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- Delayed Entry
- Phased Release Due To Inclement Weather
- Early Release, **Impending** Inclement Weather
- “Emergency Employees” Only



# Key Winter Weather Contact Information

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- Directorates / Units, etc., must have Severe Weather POCs designated and give same with contact info., to DPTM for inclusion into the Dialogic Communicator and Paper Phone Trees, for contact purposes **(Must be updated twice annually at a minimum or when personnel changes occurred).**
- Directorates / Units, etc., must have INTERNAL Paper Phone Trees or use the Dialogic Communicator and/or have mechanisms in place to contact their respective Staff /Personnel. **Paper phone trees need to be updated at least 2 times a year.**
- Directorates / Units, etc., must have a designated Building Coordinator that develops Internal SOPs for sidewalk snow & ice removal, etc (Responsibility of Unit/Directorate...**NOT** DOL/DPW).



# Key Purpose & Tasks For Units/ Bldg Coordinators



- Conduct winter season awareness training for ALL personnel.
- Table Top your respective winter weather response plans.
- Reinforce Directorate / Unit Severe Weather POCs, as the “conduit” for relaying the Chain of Command Decision(s), in relation to Snow & Ice Events.
- Within your organization identify/inform “Emergency Employees” (if any).





# "Emergency Employees"

## CAC & FT LVN REG 690-5



During severe weather, some agencies and routine events must remain open. The personnel required to execute these functions are considered "Emergency Employees". Supervisors must tell their respective employees each year if they are or are not "Emergency Employees". Basically, personnel would be "Emergency Employees" if any of the following applies (life, safety and health):

- a. Normal firefighter services.
- b. Provost Marshal desk operations, patrols, traffic investigator, MPI.
- c. Utilities services staffing and snow removal.
- d. Unit level security (SDO and CQs).
- e. Gate guards
- f. Installation Operation Center Watch Personnel.
- g. Personnel deemed essential IAW Unit Commanders/ Directors.



# Delayed Entry/ Essential Personnel Only

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- + **Once decision is made**, (hopefully, night before?)
  - Dialogic is activated to notify Units & Directorates, Severe Weather POCs of the decision.
  - Primary means of notification will ALWAYS be DIALOGIC & Road Status Website (**Responsibility of unit Weather POCs to notify all personnel within the Unit/Organization**).
  - Secondary means of notification is Paper Phone Trees / PLECTRON

**NOTE: USD 207 makes separate/independent decision. They either have school or do not have school**



# Phased Release W/Snow & Ice

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+ **All information & recommendations** from DPTM, DES, DOL/DPW to GarC & CofS *NLT 1400hrs*, (earlier if possible).

+ **Once decision is made:**

- PLECTRON is used in conjunction w/ “DLCMD” email, DIALOGIC Communicator, Desktop Alert, CH 2.
- Road Status Page will be updated to reflect the decision
- SECONDARY means: LMR, Phone Trees.

**NOTE: USD 207 does not do an early release. However, parents can pick up students early.**



# Phased Release W/Snow & Ice

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## + **Priority of Release** (Release for non- “Emergency Employees”)

- Priority 1- Personnel residing **outside** city limits of Lansing & LVN
- Priority 2- Personnel residing **in** city limits of Lansing & LVN
- Priority 3- Personnel residing **on** Fort LVN
- Released in 30 minutes gaps by priority.



# Media Notification

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**The Public Affairs Office will provide information to local media regarding Fort Leavenworth's status, (NOT USD 207) in regards to any Severe Winter Weather decisions, etc.**

**Soldiers / Employees & respective families however, should not depend on local media announcements as the official means of notification.**

**Soldiers / Employees will use their respective Chain of Command for any questions / issues dealing with "report times / phased release, etc."**



# Media Outlets

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**Fort Leavenworth Garrison Road Condition website:**

**<http://garrison.leavenworth.army.mil/sites/about/RoadStatus.asp>**

**The Public Affairs Office will provide information to local media regarding delayed openings. However, that does not guarantee coverage. PAO will update the Fort Leavenworth FACEBOOK page.**

- (1) Fort Leavenworth: [www.leavenworth.army.mil](http://www.leavenworth.army.mil)**
- (2) Leavenworth Channel 2; Lansing Channel 2**
- (3) Atchison: KAIR (93.7FM/1470AM)**



# Media Outlets



## **(4) Kansas City:**

**Radio AM 610, 710, 980, 1660**

**Radio FM 89.3, 93.7**

**Television:**

**a) KCTV 5**

**b) KMBC 9**

**c) KSHB 4**

**d) WIBW 13**

## **(5) Topeka: WIBW (580 AM/97.3 FM/ WIBW13-CBS)**

## **(6) St Joseph: KFEQ (680AM/ KQTV2-ABC)**

**Note: Information provided by news media outlets is NOT the official means of notification for delayed post openings and/or closings.**

**Official notification is via the respective chain of command.**



# Combined Federal Campaign

Director of Plans, Training and  
Mobilization:  
Tom Cowan



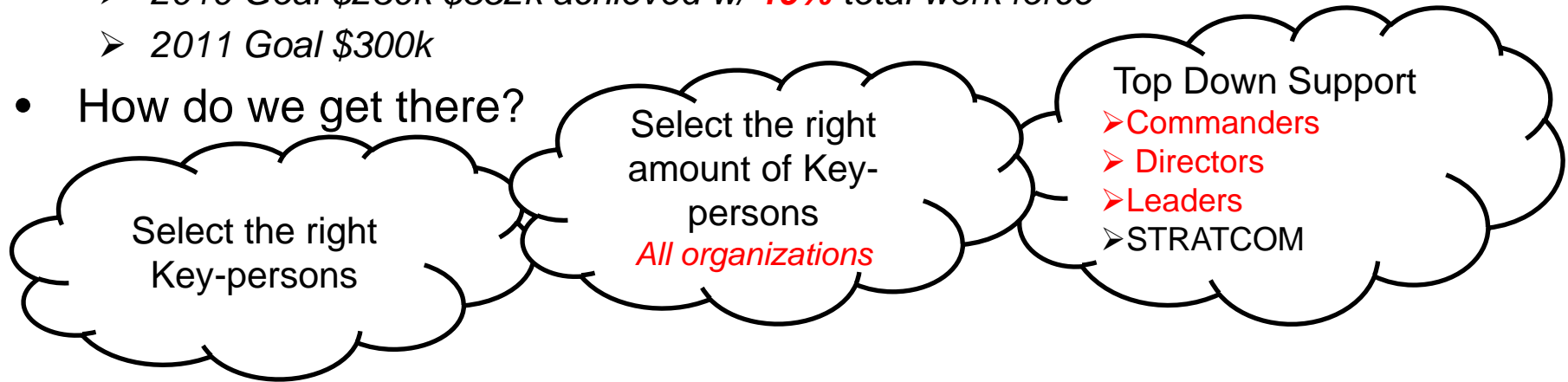


# GARC



- 2011 Combined Federal Campaign is a CAC Priority.
  - Averaging only **9% of total work force** contributions for years '07-'09.
  - 2009 Goal \$225k
  - 2009 Total \$252k
  - 2010 Goal \$230k \$352k achieved w/ **19% total work force**
  - 2011 Goal \$300k

- How do we get there?



- OPOD 11-46: Combined Federal Campaign 19 Sep – 15 Nov
  - Requirement is 100% contact by Key Persons
  - Support Local Organizations
  - If you want to invite Special Speakers to come into organization contact Ben Fonte at 684-1674



# Profession of Arms Campaign Update: Civilian Cohort

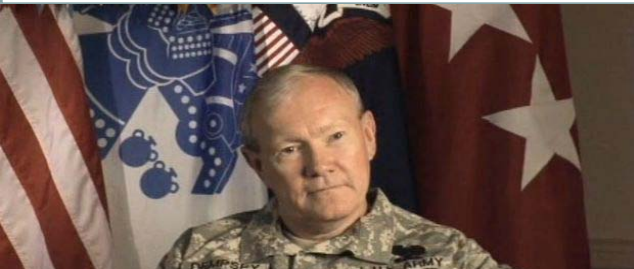
Deputy to Commander:  
Mr Ormond



# Profession of Arms Campaign Update: Civilian Cohort

## TRADOC SES / HQE Leadership Workshop

6 October 2011







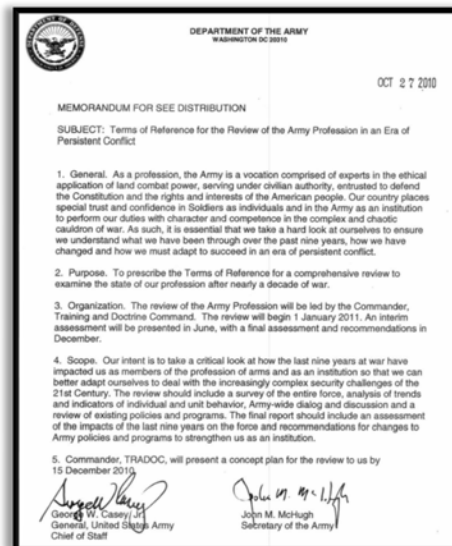
# CSA & Secretary of Army Intent



***"It is essential that we take a hard look at ourselves to ensure we understand what we have been through over the past nine years, how we have changed and how we must adapt to succeed in an era of persistent conflict."***

***"Our intent is to take a critical look at how the last nine years at war have impacted us as members of the profession of arms and as an institution so that we can better adapt ourselves to deal with the increasingly complex security challenges of the 21<sup>st</sup> Century."***

- Terms of Reference, 27 OCT 10



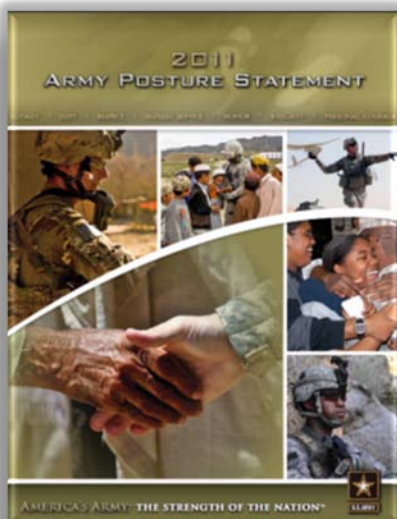
## **CSA Guiding Questions**

**The time is right to ask ourselves...**

**1. What does it mean for the Army to be a Profession of Arms?**

**2. What does it mean to be a professional Soldier?**

**3. After nine years of war, how are we as individual professionals and as a profession meeting these aspirations?**



***"The last nine and a half years have had significant impacts on the Army, its Soldiers, Families and Civilians. Many of these are well documented and are being addressed. There remain, however, other consequences that we seek to understand. We will examine the impacts of war on our profession of arms and take a hard look at ourselves – how we have changed as individuals, as professionals and as a profession."***

- Army Posture Statement, 2 March 2011

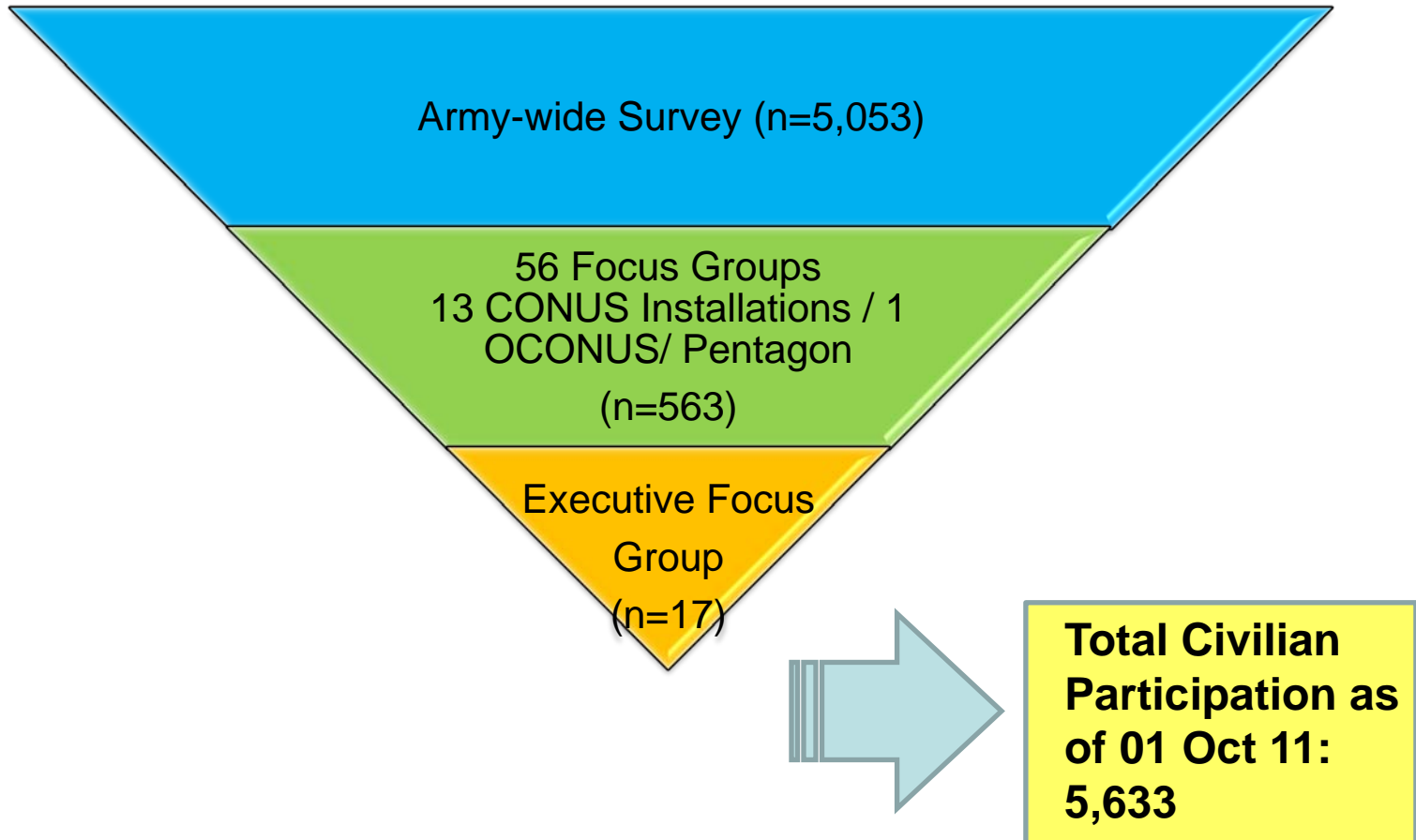




# Civilian Cohort Assessment / Dialogue



## 1. Assessment:



## 2. Dialogue:

Additionally, Civilians at all levels made their voices heard through the posting of 301 blogs in the online discussion forums.



# Key Findings: DA Civilians



- + Exhibit strong ownership of the Army mission
- + Demonstrate a strong commitment to Soldiers and their families and a dedication to public service
- + Widespread contributions throughout the Army performing a broad range of critical missions and functions; provide expertise, continuity, and stability
- Some feel “invisible” in the Army; perceived lack of a shared identity and the lack of clarity regarding the roles and responsibilities
- Army is ineffective at weeding out non-performers and removing negative leaders
- Perceived favoritism in decision-making regarding promotions and hiring decisions
- Perception that the Army does not allow people to offer candid opinions or make honest mistakes without fear of repercussions
- +/- Civilian perspectives on the Army’s professional development climate are mixed.
  - Frustration with the slowness of the hiring process and with the cumbersome Civilian HR systems
  - Continuing resource decline with increasing workload without increases in grade or pay causing tensions
  - SES Civilians cited lack of systems to support deployed Civilians and identified the need to better integrate Civilians into the professional Army



# Perspectives of Former Deployed AMC Civilians<sup>1</sup>



- **Impact of a Decade at War**
  - *"The Army has a tired Civilian workforce. I deployed for two years, but it was five separate deployments. That's why contractors are providing continuity. Repeated deployments are causing fatigue [and] even marriage problems."*
- **Training and Preparedness**
  - *"Deploying Civilians are often not trained well enough for deployment."*
  - *"Need a systemic lessons learned plan. No continuity of lessons learned from one theater to another."*
  - + /— *"'Side seat' overlap has proved valuable. Recommend creating continuity 'smart books' to aid in transition."*
  - + /— *"Corps of Engineers has a much better training/preparation program. Recommend having MSCs under AMC provide in-depth training to prepare for overseas environment and actual jobs."*
- **Army Institutional Support of Deployed Civilians**
  - *"S-1 DA staff was terrible. No monitoring of deployed employees. Didn't take good care of people."*
  - *"Pay system is woeful. Late payments, underpayments, overpayments, recoupments. Deploying good employees hurts the mission back home."*
  - *"Workman's Comp is very difficult for deployed civilians...Need a VA type compensation for returning DA Civilians who have become ill due to chemical exposure, etc."*
- **Contractors**
  - *"Dealing with contractors is difficult. Need contractual guidelines on hiring and [need to define the] responsibilities of contractors. Contractors are providing continuity as opposed to DA civilians."*
  - *"The military often do not differentiate between contractors and DA civilian[s]."*
- **Performance Management**
  - + *"Deployed civilians...[are] a different breed of people. Non-performers are history. Not like [in] CONUS."*
  - *"Poor performers continue to be a problem even in forward deployed areas."*
  - *"Deployed employees [are] totally unqualified, creating chaos in theater. Iraq [is] ok, but Afghanistan is messed up."*
  - *"Military leadership [is] often at odds with Civilians. Can cause top performers to become non-performers."*





# Four Key Conceptual Developments

*Recommend incorporating into FM-1 / other applicable doctrine*



**Proposed Army Profession Concepts from the PoA Campaign – Deliver Results to the Force**

## Revised Typology for the Army Profession

**The Army Profession: Two Mutually Complementary Components**

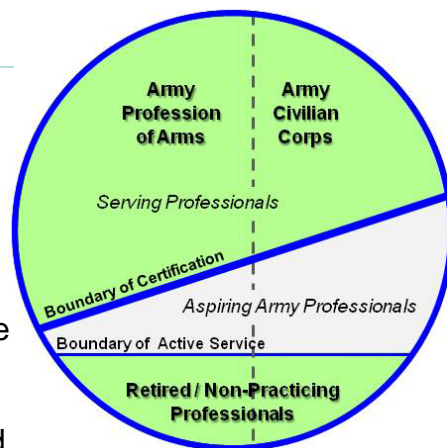
Army Profession of Arms = uniformed members

Army Civilian Corps = DA Civilians

Army Profession membership granted upon taking oath

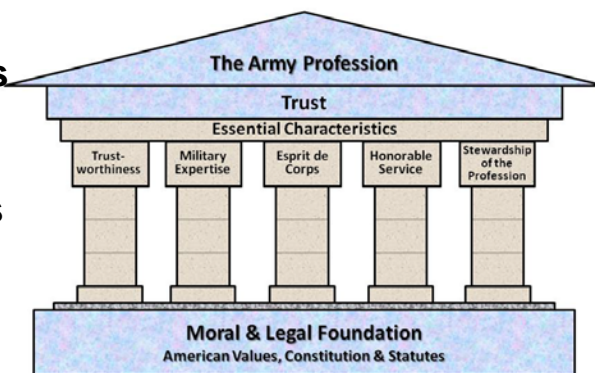
Professional status earned once certified by the institution

Members remain an aspiring Army Professional until certified by the institution



## Essential Characteristics of the Army Profession

**Trust**  
**Trustworthiness**  
**Military Expertise**  
**Esprit de Corps**  
**Honorable Service**  
**Stewardship of the Profession**



## Criteria for Professional Certification

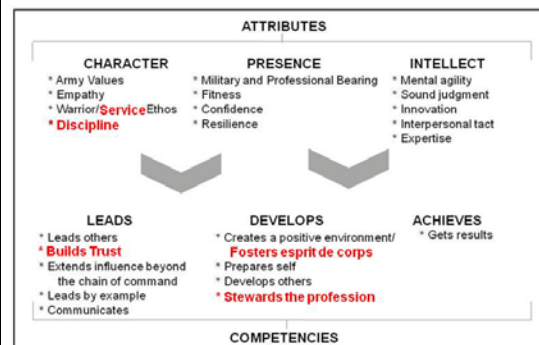
Three criteria are recommended for identifying those who have attained the status of “Army professional”:



1. **COMPETENCE** in Expert Work
2. Moral **CHARACTER** requisite to being an Army professional
3. Resolute **COMMITMENT** to the Army Profession

## Leader Attributes and Competencies

Leaders are Professionals; all professionals practice formal/informal leadership



Revised ADP 6-22  
Leader Requirements  
Model (LRM) includes:

**Service Ethos**  
**Discipline**  
**Builds Trust**  
**Fosters esprit de corps**  
**Stewards the profession**

*One of several ways to operationalize  
Professional certification criteria*

*Criteria to be applied by cohorts/proponents/DAC functional chiefs*



# The New Fiscal Reality

Deputy to Commander:  
Mr Ormond



# CAC Update Brief

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## FY 12 and Beyond



# CAC Update Brief



## What we know For FY12...

- CRA through 4 Oct maybe 18 Nov at minimum—maybe longer
  - Execution will be reduced by 1.5% across the board to comply w/ the Budget Control Act (Public Law-PL) of 2011
- Earliest expectation of an appropriated budget is end of November
  - Could be no budget and fund off of an OMNIBUS all of FY12
- MOST CAC organizations have at least 2 quarter of operational costs, can get full year if they move contract dollars----some risk involved
  - Contract dollars limited
  - No OCO dollars provided ---yet



# CAC Update Brief

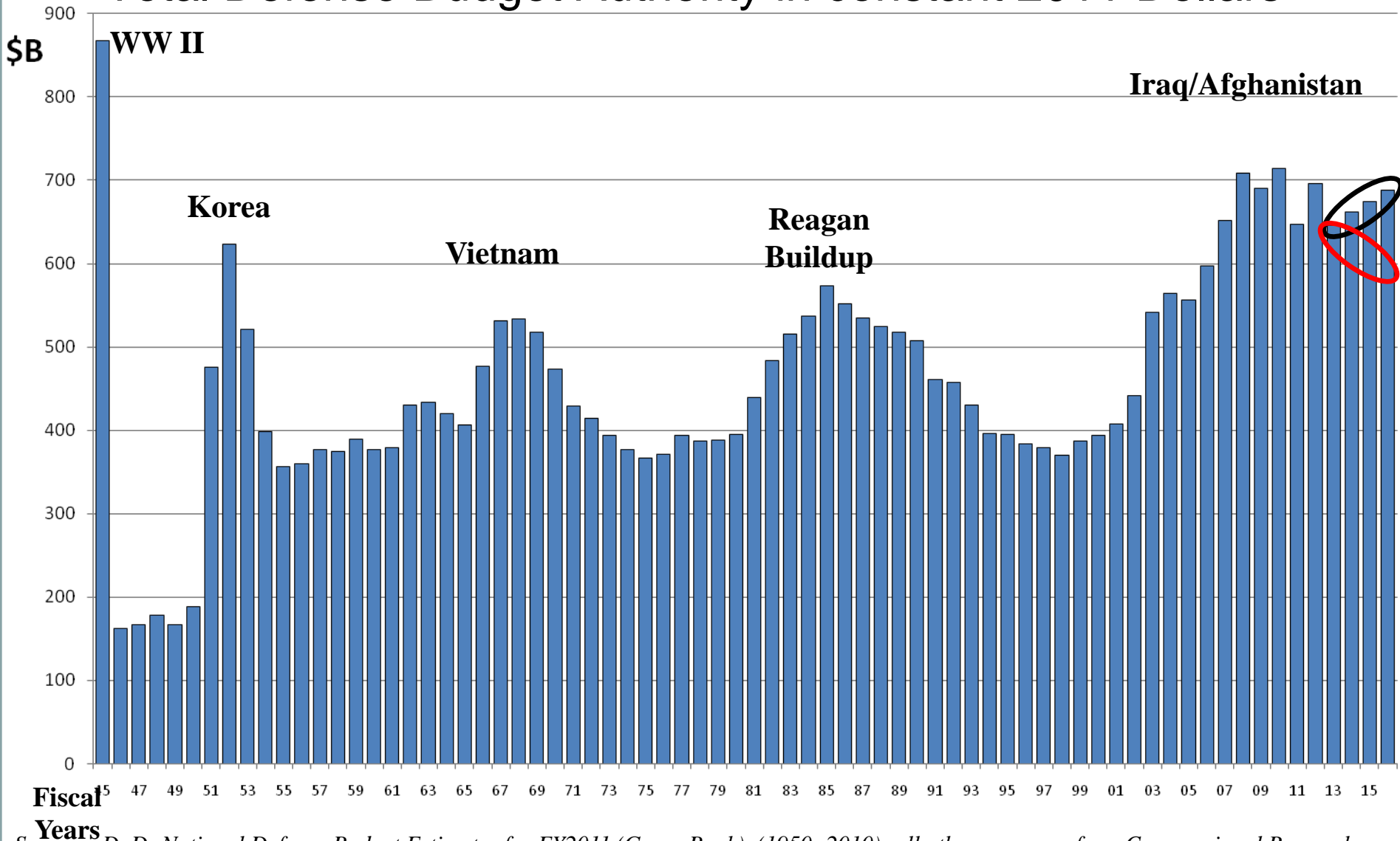
## Pressures on the FY 12 Budget



- Budget Control Act of 2011
  - Phase 1 (FY12-21) Establishes caps on defense base budget for FY12-21
    - (~\$450B from PB 12 submission)
  - Phase 2 (FY13-21): Creates Joint Select Committee on Deficit Reduction
    - Purpose to develop 'balanced budget' plan
    - If Congress passes 'balanced budget'—total reduction to base budget unknown
    - If Congress fails to pass 'balance budget'—automatic trigger to cut nearly \$600B from DOD over FY13-21
      - Potentially reduces Army FY13 Base budget to FY07 levels (FY12 constant \$)
- “American Jobs Act” to add ~\$450B to the Joint Select Committee on Deficit reduction ~\$1.2Trillion target
- OSD tasked Services to prepare for a potential reduction to the DOD budget in FY12
- The Army's share
  - \$6B Base reductions
- FY12 President's Budget request of \$144.9B potentially reduced to \$139.4B
- OMB Directive to Federal Agencies (FY13)
  - Prepare 5% & 10% reduction plans from FY11 enacted funding as part of FY13 submit
  - OMB directive is independent of potential decision from the Joint committee on Deficit reduction

# Defense Funding Trends

Total Defense Budget Authority in constant 2011 Dollars



Sources: DoD: National Defense Budget Estimates for FY2011 (Green Book) (1950 -2010); all other years are from Congressional Research Service. The Library of Congress. Defense Authorization and Appropriation Bills: A Chronology

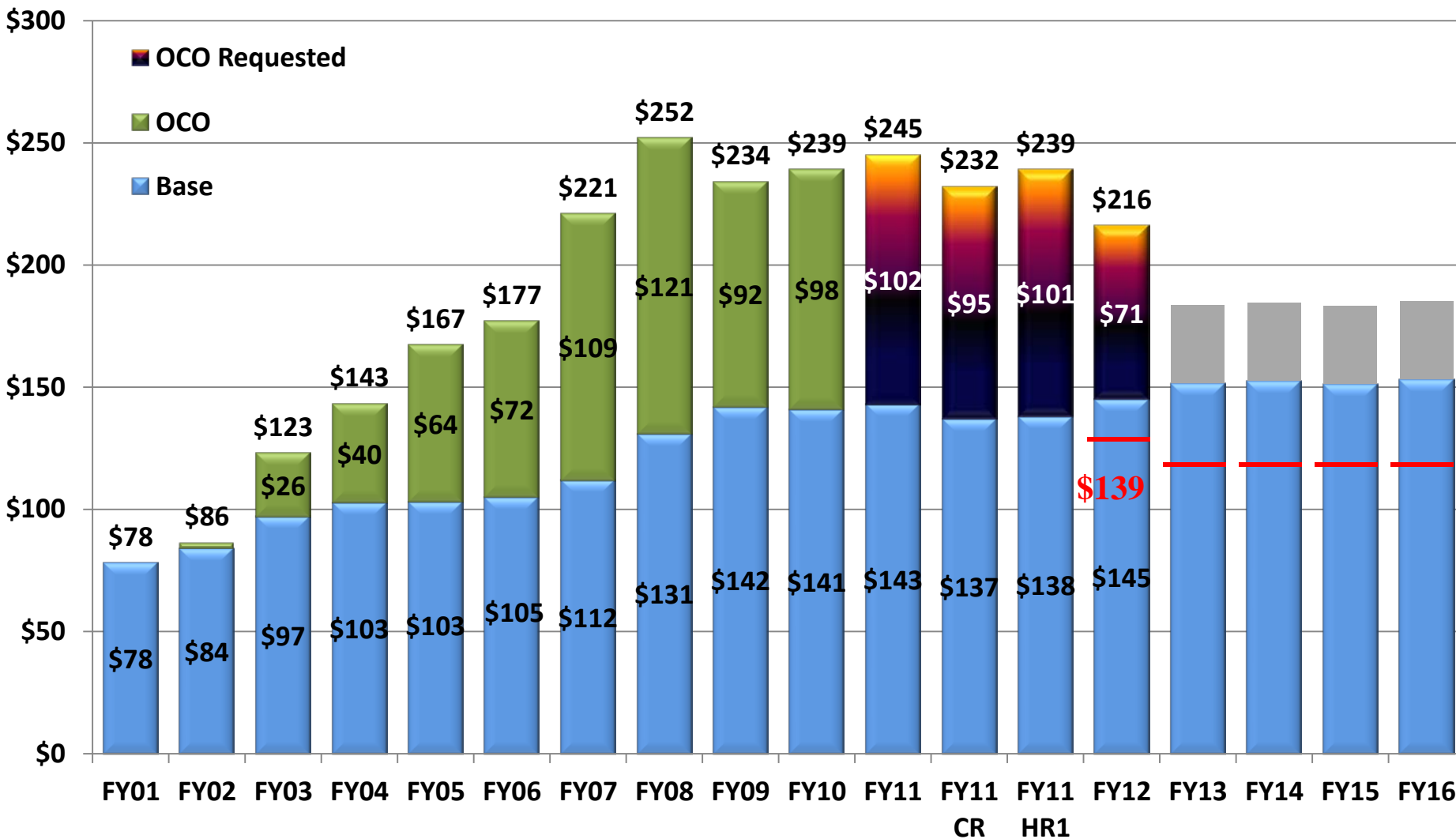




# Army Funding Trends



*Projected*



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# CAC Update Brief



## CAC TBG vs Execution



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# CAC Update Brief



## FY 12 Execution

- Army and TRADOC is stating DO NOT expect any additional funds in FY 12-
  - be prepared for further reductions
- TBG possibly high water mark for FY12
  - Additional cuts coming as part of debt reduction PL-just don't know to what and how much...10%...15%.....
    - You may not keep what you have right now
- Need to review ALL over hire positions (including students) for relevance and priority to:
  - Place against vacant authorized positions
  - Realignment of vacancies to higher priority missions
- SOs review all contracts and funding source and provide CAC CG risks and mitigation strategies-if any, as contracts not funded



# Question and Answer Session



# Deputy to the Combined Armed Center Commanding General